

**PERAN KEPALA SEKOLAH DALAM SUPERVISI PENGAJARAN DI SMA
ISLAM PANGLIMA BESAR SOEDIRMAN 2 BEKASI
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ABSTRAK

Penelitian yang berjudul Peran Kepala Sekolah Dalam Supervisi Pengajaran di SMA Islam Panglima Besar Soedirman 2 Bekasi bertujuan untuk mengetahui dan memperoleh gambaran mengenai evaluasi kinerja guru, strategi pemecahan masalah mengajar, serta pembinaan perbaikan mengajar guru. Penelitian dilakukan pada bulan Februari 2016 hingga Mei 2016 menggunakan pendekatan kualitatif dengan metode deskripsi. Data dikumpulkan melalui wawancara, observasi, dan studi dokumentasi. Analisis data dilakukan melalui tahapan reduksi data, display data, dan verifikasi data. Pemeriksaan dan pengecekan keabsahan data dilakukan melalui tahapan kredibilitas data, transferabilitas, dependabilitas dan konformabilitas.

Berdasarkan hasil penelitian, evaluasi kinerja dalam mendiagnosis masalah guru dilakukan oleh kepala sekolah dan para wakil kepala sekolah secara kontinyu. Dilaksanakan setiap tahun pada pertengahan semester satu. Evaluasi kinerja diawali dengan sosialisasi jadwal supervisi kepada guru sekaligus menyepakati aspek dan komponen penilaian, pra observasi kelas, pass observasi kelas, *questionnaire* berupa penilaian proses pembelajaran oleh siswa. Mekanisme selanjutnya adalah kepala sekolah berperan sebagai advisor atau pemberi saran alternatif pemecahan masalah bagi guru. Rekomendasi program yang ditawarkan antara lain melaksanakan pelatihan sesuai dengan prioritas perbaikan masing-masing guru. Berdasarkan strategi pemecahan masalah mengajar dilakukan pembinaan perbaikan mengajar oleh kepala sekolah. Program pembinaan yang ditawarkan seperti rapat kerja, *In Service Training*, pelatihan tingkat kabupaten dan provinsi, MGMP tingkat kabupaten, serta Pendampingan In on In dilakukan agar guru dapat mengaktualisasi dirinya.

Saran yang dapat diberikan untuk penelitian ini sebaiknya kepala sekolah dapat mempertahankan kualitas dan kuantitas pelaksanaan supervisi pengajaran secara kontinyu. Pemantauan setelah pembinaan harus lebih efektif dijalankan.

Kata Kunci : Supervisi Pengajaran, Kepala Sekolah.

**THE PRINCIPAL'S ROLE IN THE SUPERVISION OF TEACHING AT PB
SOEDIRMAN 2 ISLAMIC SENIOR HIGH SCHOOL BEKASI
(2016)**

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ABSTRACT

The research was entitled the principal's role in the supervision of teaching at Pb Soedirman 2 Islamic Senior High School Bekasi aims to identify and obtain an overview of the performance evaluation of teacher's, teaching problem solving strategies, as well as fostering the improvement of teaching teacher's. The research was conducted in February 2016 until May 2016 using a qualitative approach within description method. Data were collected through interview's, observation and documentation. Data analysis was performed through the stages of data reduction, data display, and verification. Investigation and checking the validity of data was performed through the stages of data credibility, transferability, dependability, and confirmability.

Based on research results, the performance evaluation in diagnosing the teacher's problem conducted by principal's and vice principal's continuously. Held on every year in the middle of the first semester. The performance evaluation begins with socialization supervision schedule for teachers and doing agreement on aspect's and component's of the assessment, pre classroom observation, pass classroom observation, questionnaire form by the student learning assessment. The next mechanism is the principal's have a role as advisor or suggestion of alternative solutions for teachers. Programs recommendation that offered include bring about the training in accordance with the priorities the improvement of each teacher. Based on teaching problem-solving strategies be developed to teach such improvements by principal's. Coaching program is offered as a working meeting, In Service Training, training provincial and district level, district level MGMP's, and Assistance In on Inclusive done so that the teacher can actualize himself.

Advice can be given for this research, principal's should be able to maintain the quality and quantity the supervision of teaching in continuously. Monitoring after coaching should be more implemented effectively.

Keywords : The Supervision of Teaching, Principal.